



# Oracle

1Z0-1046-24 Exam

Oracle Global Human Resources Cloud 2024 Implementation Professional

Exam Latest Version: 9.0

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### Question 1. (Single Select)

When working on the Manage Geographies page, in what order do you need to access the areas that are available if you are manually configuring your geographies?

- A: Validation Defined, Hierarchy Defined, Structure Defined
- B: Hierarchy Defined, Structure Defined, Validation Defined
- C: Validation Defined, Address Cleansing Defined, Hierarchy Defined, Structure Defined
- D: Structure Defined, Hierarchy Defined, Validation Defined

**Correct Answer: D**

#### Explanation:

Full Detailed in Depth Explanation.

When manually configuring geographies in Oracle HCM Cloud using the Manage Geographies page, the correct sequence is critical to ensure the geography framework is set up properly. The process begins with defining the Structure of the geography (e.g., country, state, city levels), followed by defining the Hierarchy (how these levels relate to one another), and finally setting up Validation (rules to ensure data integrity and usability). This sequence ensures that the foundational structure is in place before relationships are established and validated. According to the Oracle HCM Cloud documentation, specifically the "Implementing Global Human Resources" guide, the recommended order is:

Structure Defined: Define the levels of geography (e.g., country, province, city).

Hierarchy Defined: Establish parent-child relationships between geography levels.

### Question 2. (Multi Select)

Which three HCM Cloud capabilities are considered part of the Global Human Resources Business Process?

- A: Workforce Directory

- B: Time and Labor
- C: Workforce Compensation
- D: Workforce Modeling
- E: Core Human Resources

**Correct Answer: A, D, E**

**Explanation:**

Full Detailed in Depth Explanation.

The Global Human Resources (HR) Business Process in Oracle HCM Cloud encompasses core capabilities that manage workforce data, structures, and planning at a global level. According to Oracle documentation:

Workforce Directory (A): Provides a centralized view of the workforce, including organizational hierarchies and worker details, which is integral to Global HR.

Workforce Modeling (D): Enables scenario planning and organizational modeling, a key feature of Global HR for strategic workforce management.

Core Human Resources (E): Covers essential HR functions like person management, employment records, and organizational structures, forming the backbone of Global HR.

**Question 3. (Single Select)**

What work area within HCM Cloud provides implementers with end-to-end access to all configuration objects needed to successfully implement HCM Cloud: Core HR?

- A: Person Management work area
- B: Enterprise Structures work area
- C: Workforce Structures work area
- D: Setup and Maintenance work area

**Correct Answer: D**

**Explanation:**

Full Detailed in Depth Explanation.

The Setup and Maintenance work area (FSM) in Oracle HCM Cloud is the central hub for implementers, providing comprehensive access to all configuration tasks required for implementing Core HR. This includes defining enterprise structures, workforce structures, geographies, and other foundational elements. While the Person Management (A), Enterprise Structures (B), and Workforce Structures (C) work areas support specific functions, they are operational or subset areas, not the end-to-end configuration hub. The Oracle "Implementing Global Human Resources" guide confirms that FSM is the primary work area for Core HR setup, making it the correct answer.

**Question 4. (Multi Select)**

Which four objects can be created via the Enterprise Structure Configurator (ESC)?

- A: Divisions
- B: Departments
- C: Legal Entities
- D: Business Units
- E: Reference Data Sets

**Correct Answer: A, C, D, E**

**Explanation:**

Full Detailed in Depth Explanation.

The Enterprise Structure Configurator (ESC) in Oracle HCM Cloud is a tool for efficiently creating and managing enterprise structures. It supports the creation of:

Divisions (A): Organizational units for segmenting the business.

Legal Entities (C): Entities with legal standing for employment and payroll.

Business Units (D): Operational units for managing transactions.

Reference Data Sets (E): Sets for sharing data across business units.

**Question 5. (Multi Select)**

Which four objects are keyed by a Reference Data Set to allow sharing and restricting of values between business units, such as Department and Location?

- A: Jobs
- B: Actions
- C: Positions
- D: Grades
- E: Location
- F: Departments

**Correct Answer: A, D, E, F**

**Explanation:**

Full Detailed in Depth Explanation.

Reference Data Sets (RDS) in Oracle HCM Cloud control the sharing and restriction of reference data across business units. The four objects keyed by RDS include:

Jobs (A): Shared or restricted by business unit for employment consistency.

Grades (D): Linked to compensation and restricted by RDS.

Location (E): Physical work locations shared or restricted via RDS.

Departments (F): Organizational units managed via RDS for segregation.



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